

27 November 2013

TO: ALL MEMBERS OF MANDATE AND SIPTU EMPLOYED IN MARKS AND SPENCER IRELAND

RE: UPDATE ON CONCILIATION CONFERENCE HELD ON TUESDAY 26TH NOVEMBER 2013

Dear member

As you are aware a conciliation conference took place yesterday 26th November 2013. Prior to the company presenting the following proposal we were given limited access to the current audited accounts, however when we attempted to explore some important issues further, management refused to provide the requested information. Obviously given this reality it is impossible in general terms to fully evaluate whether the company's proposals are necessary or justified having regard to the present financial position of the business.

1. Closure of the defined benefit pension scheme

A once off goodwill payment of €500 (gross) for full time employees to be paid pro rata based on hours worked.

2. Reduction in the number of Section Managers

A combination of voluntary and compulsory redundancies along with confirmation by the company that the remaining Section Managers would see an expansion of their span of control, the distinct possibility of an alteration to their current working patterns and the number of hours worked.

3. Sunday and Public Holiday premiums

A once off buy out of the difference between double time and time plus a half at 1.5 times the loss

4. Elimination of the Christmas bonus

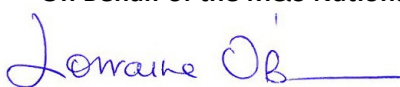
A buy out for all staff with a once off payment of 1.5 times the loss

The negotiating team representing both Sales Advisors and Section Managers informed the company that the proposal was absolutely unacceptable and that based on such a derisory offer we were left with no other option but to seek the full reinstatement of the Defined Benefit pension scheme and the full protection of all other benefits and Section Manager positions. The company in response stated they noted our position and on that basis the Conciliation Conference concluded.

The current ballot for industrial action will continue and be counted on Friday 29th November as planned. The result of the ballot will be communicated to you on Friday after which a further update will be issued to members.

Yours Sincerely

On Behalf of the M&S National Negotiating Team



Lorraine O'Brien
Divisional Organiser

O'Lehane House
9 Cavendish Row
Dublin 1

t (01) 8746321 / 2 / 3
f (01) 8729581
e mandate@mandate.ie
w www.mandate.ie

General Secretary: John Douglas
Registered Number: 604T